



Speech and Language Therapist Inclusive Communication & Training Development Lead

Freelance contract – flexible hours capped at 28 hours per week
9 months - potential for extension
Home-based with some travel to Mid-Surrey & East Surrey

About Us

Include.org is an organisation with a difference.

We are a charity which tackles the issue of communication difficulty as a community, as well as at an organisational and individual level.

We believe that inclusive communities and services which welcome and support people with receptive, expressive or pragmatic communication difficulties can be built through community engagement and innovative training and modelling programmes.

We provide social and communication opportunities through community projects through the award-winning Include Choir and other projects; we also run accredited and independent Inclusive Communication and Mental Capacity Act Training for a range of organisations, basing our work on the social model of disability and involving people with cognitive and communication difficulties in everything we do.



Our Values

Whenever you are with Include.org, you can expect staff, volunteers and members to be:

Kind Empowering Fun Inclusive Respectful

and all services to be based on speech and language therapy best practice and the principles of co-production.



About the Job

We are very excited to be launching new services as we tentatively emerge from Covid. This SLT role will involve working with the Project Manager, Choir Director, CEO and other members of the team to develop and implement key community and training projects, most importantly:



The Surrey Downs Include Choir

- This is the first time we have replicated and built upon the original Include Choir model. Like the first choir, this will be an inclusive communication choir for people with learning disabilities or autism, their families, carers and members of the community. The choir provides inclusive social opportunities for all - and models and teaches techniques like Makaton, Talking Mats and accessible Information (visual and auditory)
- The new choir will run in the Surrey Downs area one evening a week (timing & venue TBC – some flexibility) with the expectation of additional performances and workshops



DUTIES:

The following is not an exhaustive list, but gives an idea of what can be expected:

- developing communication screening processes and guidance resources
- setting and monitoring group and individual outcome measures
- assisting in resource design and creation
- designing, delivering and evaluating staff & volunteer training, alongside our members
- running communication surgery drop-ins for social care staff
- promoting and raising awareness of inclusive communication and the right to support under the Mental Capacity Act across communities, businesses and services
- evaluating and documenting progress
- Providing individual and service reports
- Maintaining confidential data and contributing to impact reporting

In addition to leading the inclusive communication services within the Surrey Downs Include Choir, this role will also involve:

- Inclusive Communication and MCA Training & E-Learning Development
- training delivery
- design and development of other resources and outcome measures
- assistance with occasional evening and weekend sessions and performances (to be confirmed in advance around availability)
- Contributing to portfolio of ideas for creative training
- Researching indirect intervention and evidence base for relevant models of clinical delivery

About the Contract

We are committed to inclusion, equality and diversity and we offer flexible working hours with some fixed timings for sessions and meetings. The contracted hours are up to 28 hours a week over a 9-month contract, with the hope of extending.

The role will involve working from home and attending sessions, training or meetings in the Mid-Surrey and occasionally East Surrey areas. Some sessions and meetings will be delivered remotely, so good internet connection is essential.



www.include.org



www.facebook.com/includechoir/



<https://youtube.com/c/IncludeTube>



@includechoir



@includeorg & IncludeTweets

This is a self-employed role, with payment given on receipt of a monthly invoice and time sheet. The rate of pay is dependent on experience ranging from £27.50 - £37.50 per hour. The Surrey Downs Include Choir location will be considered an alternative working base, but reasonable expenses will be paid for travel to other locations for the purposes of work.



About You

You are a qualified speech and language therapist, ideally with at least 2 years' experience working with adults with learning disabilities and autism in community settings.

You are an engaging and creative clinician and trainer. You enjoy getting important messages across in engaging and creative ways, working in partnership with people with learning disabilities / autism, their carers, families and other stakeholders.

You are committed to a social model of disability and have experience in designing and delivering inclusive communication training. You like to have fun in your work and to ensure that training coproduction partners and training participants enjoy the experience as well as developing measurable skills, knowledge and confidence.

You enjoy designing resources from scratch as well as updating and redesigning existing packages and tools.

You share our values of inclusion and creativity and are a committed and flexible team player, ready to work with volunteers and Include Choir Members as well as clinicians and staff. Years of clinical experience are less crucial than an inclusive and flexible attitude, and a willingness to explore and evaluate alternative models of training delivery.



Skills Required:

ESSENTIAL:

- Speech and Language Therapy Qualification
- At least 2 years working with adults with a learning disability / autism and communication needs
- excellent written, spoken and inclusive communication skills
- Knowledge a range of low and mid-tech inclusive communication resources, including Makaton
- Knowledge of the Mental Capacity Act
- experience devising and delivering SLT training and resources
- experience creating SLT and inclusive communication resources
- good organisational and time-keeping skills
- a friendly and flexible disposition & a sense of humour
- creative and fun-loving
- Independent and dependable
- Good internet connection and good quality video camera & sound
- Speech and Language Therapy BSc/MSc
- HCPC Registered



DESIRABLE:

- experience of developing creative approaches to delivery indirect speech and language therapy
- MSc in related field of speech and language therapy
- Makaton Tutor qualification
- Talking Mats Qualification
- Familiar with Photosymbols and Easy Read resource creation
- Experience of coproduction and codesign
- interest in music or other creative activities
- experience designing or delivering research
- RCSLT Member

TRAINING

You will receive induction training, which will cover mandatory policies as well as an overview of the aims of Include.org. You will also be offered free training in Makaton, Photosymbols, Talking Mats and iPad apps as needed.

IF YOU ARE INTERESTED

Please spend some time on our website www.include.org and get to know our work and our ethos. You can also visit us at The [Include Choir Online](#) or check out our Social Media Channels to get to know us better.

To apply, please send a covering letter/email outlining in detail why you would like to join us, your experience and how you fit the person specification. This should be accompanied by an up-to-date CV.

Interviews will take place during May for an immediate start

If you have any queries, please email Alix Lewer at Alix.Lewer@include.org or call 07446 897835 for an informal chat

Closing Date: 5pm, Friday 6th May 2022

Interviews: from w/c 9th May 2022



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